

Exhibit G



TO: Legal Department
Tesla, Inc.
6800 Dumbarton Cir
Fremont, CA 94555-3646

RE: **Process Served in California**

FOR: Tesla, Inc. (Domestic State: DE)

**Service of Process
Transmittal**

06/21/2019
CT Log Number 535728170

ENCLOSED ARE COPIES OF LEGAL PROCESS RECEIVED BY THE STATUTORY AGENT OF THE ABOVE COMPANY AS FOLLOWS:

TITLE OF ACTION: KEVIN KISH, Director vs. TESLA, INC., ETC., RESPONDENT

DOCUMENT(S) SERVED: Notice(s)

COURT/AGENCY: DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING, CA
Case # 20190606540918

NATURE OF ACTION: Employee Litigation - Discrimination

ON WHOM PROCESS WAS SERVED: C T Corporation System, Los Angeles, CA

DATE AND HOUR OF SERVICE: By Process Server on 06/21/2019 at 14:25

JURISDICTION SERVED : California

APPEARANCE OR ANSWER DUE: Within 30 calendar days of the date of this letter

ATTORNEY(S) / SENDER(S): JANETT'E L. WIPPER
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
2218 Kausen Drive, Suite 100
Elk Grove, CA 95758
916-478-7251

ACTION ITEMS: CT has retained the current log, Retain Date: 06/22/2019, Expected Purge Date: 06/27/2019

Image SOP

Email Notification, Legal Department legal@teslamotors.com

SIGNED:

ADDRESS: C T Corporation System
818 West Seventh Street
Los Angeles, CA 90017

TELEPHONE: 213-337-4615



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR GAVIN NEWSOM

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
 800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711
www.dfeh.ca.gov | email: contact.center@dfeh.ca.gov

DIRECTOR KEVIN KISH

June 21, 2019

Via Personal Service:

CT Corporation System
 Agent for Service of Process for:
 TESLA INC. dba TESLA MOTORS, INC.
 818 West Seventh Street, Suite 930
 Los Angeles, CA 90017

Via Certified Mail:

Respondent
 TESLA, INC. dba TESLA MOTORS, INC.
 45500 Fremont Blvd.
 Fremont, CA 94538
 TESLA, INC. dba TESLA MOTORS, INC.
 3500 Deer Creek Road
 Palo Alto, CA 94304

RE: **Notice of Filing of Discrimination Complaint - Response Requested**
 DFEH Matter No.: 201906-06540918
 Kish / Tesla, Inc. dba Tesla Motors, Inc.

To All Listed Respondents:

Enclosed is a copy of a complaint filed with the Department of Fair Employment and Housing (DFEH). The enclosed complaint, in which you have been named a Respondent or Co-Respondent, alleges unlawful discrimination pursuant to California Government Code section 12960.

The DFEH serves as an objective fact-finder and represents the State of California rather than the complaining party. The purpose of our investigation is to determine the merits of the complaint.

Government Code sections 12940, subdivision (g) prohibits any retaliatory action against a person because he or she has filed a complaint, has opposed any practices forbidden under the Fair Employment and Housing Act, or has assisted in any proceeding before the DFEH.

Government Code section 12946 requires that all employment records (or union membership and referral records) be retained for a minimum of two (2) years. When a discrimination complaint has been served, the records must be kept until the DFEH closes its inquiry and until any resulting lawsuit or appeal has been terminated. Please see the additional document retention notice enclosed with this letter.

Notice of Filing of Discrimination Complaint - Response Requested

Re: Kish v. Tesla, Inc. dba Tesla Motors, Inc.

June 21, 2019

Page 2

You must submit a response to the questions below and on the attached supplemental sheet within thirty (30) calendar days of the date of this letter.

1. State the legal name of your business and any other name(s) under which you do or have done business in California.
2. State your business address. Please note that you are required to notify the DFEH in writing of any change of address and the effective date of such change while the complaint is under investigation and throughout any administrative adjudication. (Cal. Code of Regs., tit. 2, §§ 7403, 7411.)
3. State type of legal business entity (i.e., corporation, partnership, limited partnership, sole proprietorship, etc.).
4. Does your company have a current contract(s) for the provisions of goods, services or public works with the State of California or receive federal funds? If so, name the awarding agency.

Your response must be submitted by mail. In all mailed correspondence, please include your DFEH number **201906-06540918** and mail it to:

Nelson Chan, Assistant Chief Counsel
Department of Fair Employment and Housing
2218 Kausen Drive, Suite 100
Elk Grove, CA 95758

If you are interested in discussing a possible settlement of this complaint, please contact me immediately. All settlement discussions are confidential, and not subject to disclosure. Evidence or information, which has a bearing on determining the merits of this complaint will not be considered part of a settlement discussion unless confidentiality is acknowledged by the DFEH. You would not be required to provide the information requested above while settlement discussions are underway.

If you have any questions, you may contact Nelson Chan at Nelson.Chan@dfeh.ca.gov or (916) 472-7251.

Sincerely,



Griselda Ballesteros
Legal Manager

Enclosures

CERTIFIED MAIL:

7017 1070 0000 3654 9172 - Tesla, Inc. (Palo Alto)
7017 1070 0000 3655 2363 - Tesla, Inc. (Fremont)

12:32 PM

**COMPLAINT OF EMPLOYMENT DISCRIMINATION
BEFORE THE STATE OF CALIFORNIA
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING
Under the California Fair Employment and Housing Act
(Gov. Code, § 12900 et seq.)**

In the matter of the Complaint of
KEVIN KISH, Director

DFEH No.: 201906-06540918

vs.

TESLA, INC. dba TESLA MOTORS, INC.,
Respondent
3500 Deer Creek Road
Palo Alto, CA 94304

THE PARTICULARS ARE:

1. I, Kevin Kish, allege that respondent, Tesla, Inc., engaged in discrimination, harassment, and retaliation against its employees due to one or more Fair Employment and Housing Act protected bases: race.
2. Respondents failed to provide a workplace free of unlawful discrimination or harassment, and failed to take all reasonable steps to prevent unlawful discrimination or harassment.
3. My belief is based on the following: **See attached Notice of Group or Systemic Investigation and Director's Complaint for Group/Class Relief.**

VERIFICATION:

I, Kevin Kish, am the **Authorized Representative** in the above-entitled complaint. I have read the foregoing complaint and know the contents thereof. The same is true of my own knowledge, except as to those matters, which are therein alleged on information and belief, and as to those matters, I believe it to be true.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.



DIRECTOR'S SIGNATURE

June 18, 2019

DATE

Elk Grove, CA

Kevin Kish

12/21/2019
12:32 PM

1 JANETTE L. WIPPER (#275264)
2 Chief Counsel
3 NELSON H. CHAN (#109272)
4 Assistant Chief Counsel
5 DEPARTMENT OF FAIR EMPLOYMENT
6 AND HOUSING
7 2218 Kausen Drive, Suite 100
8 Elk Grove, CA 95758
9 Telephone: (916) 478-7251
10 Facsimile: (888) 382-5293

11 **BEFORE THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**
12 **OF THE STATE OF CALIFORNIA**

13 In the Matter of the Complaint of KEVIN KISH,
14 Director, DEPARTMENT OF FAIR
15 EMPLOYMENT AND HOUSING,

16 Complainant,

17 v.
18 TESLA, INC. dba TESLA MOTORS, INC.

19 Respondent.

20 **DFEH Case No.: 201906-06540918**

21 Related Case Nos.: 201812-04384603
(Donald Buggs);

22 **NOTICE OF GROUP OR SYSTEMIC
INVESTIGATION AND DIRECTOR'S
COMPLAINT FOR GROUP/CLASS
RELIEF**

23 (Gov. Code, §§ 11180, 12960, 12961, and
24 12965.)

25 **TO:** TESLA, INC. dba TESLA MOTORS, INC., 3500 Deer Creek Road, Palo Alto, California
26 94304 c/o CT Corporation System, 818 Seventh Street, Suite 930, Los Angeles, California 90017.

27 PLEASE TAKE NOTICE that pursuant to Government Code sections 11180, 12960, 12961,
28 and 12965, the DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING (Department or
DFEH) issues this group or class Complaint of Discrimination against respondent TESLA, INC. dba
TESLA MOTORA, INC., (Tesla or Respondent). This matter will be investigated as a group or class
complaint and group or class relief will be sought as appropriate.

29 PLEASE TAKE FURTHER NOTICE that pursuant to Government Code sections 11180,
30 12960, 12961, and 12965, the DFEH has determined that case numbered 201812-04384603 (filed by
31 Donald Buggs against Tesla on May 29, 2019) will be treated and proceed as a group or class
32 complaint.

1 1. The Department has obtained information, which, if proven, indicates Respondent
2 may have engaged, and may continue to engage, in discriminatory practices against African
3 American employees on the basis of race, in violation of Government Code section 12940.

4 2. Specifically, the Department alleges that Respondent's African American employees
5 have been subjected to harassment on the basis of race. If proven, these allegations would constitute
6 violations of Government Code section 12940, subdivision (j).

7 3. The Department further alleges that Respondent failed to take all reasonable steps
8 necessary to prevent harassment from occurring. If proven, these allegations would constitute
9 violations of Government Code section 12940, subdivision (k).

10 4. The Department further alleges that Respondent has retaliated against employees who
11 have reported or opposed harassment on the basis of race. If proven, these allegations would
12 constitute violations of Government Code section 12940, subdivision (h).

13 5. The DFEH's investigation revealed that Tesla, Inc. is a proper respondent for all
14 purposes in this matter.

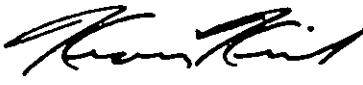
15 6. The DFEH's investigation shall include, but not be limited to, the foregoing
16 allegations. The investigation is ongoing and will further determine the scope and merits of these
17 allegations.

18 You may, but need not, respond to this notification in writing by submitting your response to:
19 Nelson Chan, Assistant Chief Counsel
20 Department of Fair Employment and Housing
21 2218 Kausen Drive, Suite 100
22 Elk Grove, CA 95758

23 DATED: June 18, 2019

24 DEPARTMENT OF FAIR EMPLOYMENT
25 AND HOUSING

26 KEVIN KISH
27 Director

28 By: 
29 Kevin Kish

12/18/2019

12:32 PM



STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency

GOVERNOR GAVIN NEWSOM

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

DIRECTOR KEVIN KISH

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June 21, 2019

Via Personal Service:

CT Corporation System
 Agent for Service of Process for
 TESLA INC. dba TESLA MOTORS, INC
 818 West Seventh Street, Suite 930
 Los Angeles, CA 90017

Via Certified Mail:**Respondent**

TESLA, INC. dba TESLA MOTORS, INC.
 45500 Fremont Blvd.
 Fremont, CA 94538

TESLA, INC. dba TESLA MOTORS, INC.
 3500 Deer Creek Road
 Palo Alto, CA 94304

RE: **Document Retention Notice**
 DFEH Matter No.: 201906-06540918
 Kish / Tesla, Inc. dba Tesla Motors, Inc.

DOCUMENT RETENTION NOTICE

You are hereby given notice not to destroy, conceal, or alter any paper documents or electronic data including data generated by or stored on any computer or computer storage media (i.e., CDs, DVDs, flash drives, external hard drives, internet-based storage) related to the claims and defenses in the above-referenced DFEH complaint.

Immediately suspend deletion, overwriting, or any other destruction of electronic information relevant to this dispute that is under your control, including suspending any practice you might have to discard hard copy or electronic documents and data, and electronic mail (e-mail) pursuant to certain schedules or based on the age of the documents or the completion or resolution of the matters they concern. This includes electronic information wherever it is stored – on a personal computer, on a laptop, at home, or with third-party agents. It includes all forms of electronic communication and information – e.g. e-mail, word processing, computer programs and files, calendars, voice messages, videos, photographs, and/or information in your smartphone or tablet or similar device. You also must retain all drafts of these same documents, records and e-mail, including any handwritten drafts or records. The information must be preserved in its original electronic form, so that all information contained within it, whether

Document Rétention Notice

Re: Kish v. Tesla, Inc. dba Tesla Motors, Inc.

June 21, 2019

Page 2

visible or not (including metadata), is also available for inspection – it is not sufficient to make a hard copy of electronic communication.

A. Hard-Copy Information That Should Be Preserved Includes, but is Not Limited to:

1. Application files;
2. Personnel files;
3. Employee data;
4. Payroll information;
5. Company policies and procedures;
6. Labor contracts;
7. Letters, memoranda, notes;
8. Complaints of discrimination or unfair terms and conditions of employment; and
9. All other documents containing information relevant to the subject matter of the above items and the above-referenced DFEH complaint.

B. Electronic Information That Should Be Preserved Includes, but Is Not Limited to:

1. E-mail and information about e-mail (including message contents, header information, and logs of e-mail system usage) sent or received which is relevant to the subject matter of the DFEH complaint;
2. All logs of activity on computer systems, which may have been used to evaluate personnel matters;
3. All word-processing files containing information about or relevant to personnel matters; and
4. All other electronic data containing information relevant to the subject matter of the above-referenced DFEH complaint.

C. Fixed Drives on Standalone Personal Computers and Network Workstations:

With regard to electronic data meeting the criteria listed in section B above, which existed on fixed drives attached to standalone desktop computers or laptops and/or network workstations at the time of this letter's delivery: do not alter or erase such electronic data, and do not perform other procedures (such as data compression and disk de-fragmentation or optimization routines) which may impact such data, unless a bit-stream copy has been made of such hard drive.

D. Programs and Utilities:

Preserve copies of all programs and utilities which may be necessary to view or extract potentially responsive electronic data.

Document Retention Notice
Re: Kish v. Tesla, Inc. dba Tesla Motors, Inc.
June 21, 2019
Page 3

E. Evidence Created Subsequent to This Letter:

With regard to hard-copy information and electronic information and data created subsequent to the date of delivery of this letter, relevant evidence should not be destroyed, and you should take all appropriate steps to avoid destruction of evidence.

Sincerely,



Nelson Chan
Assistant Chief Counsel